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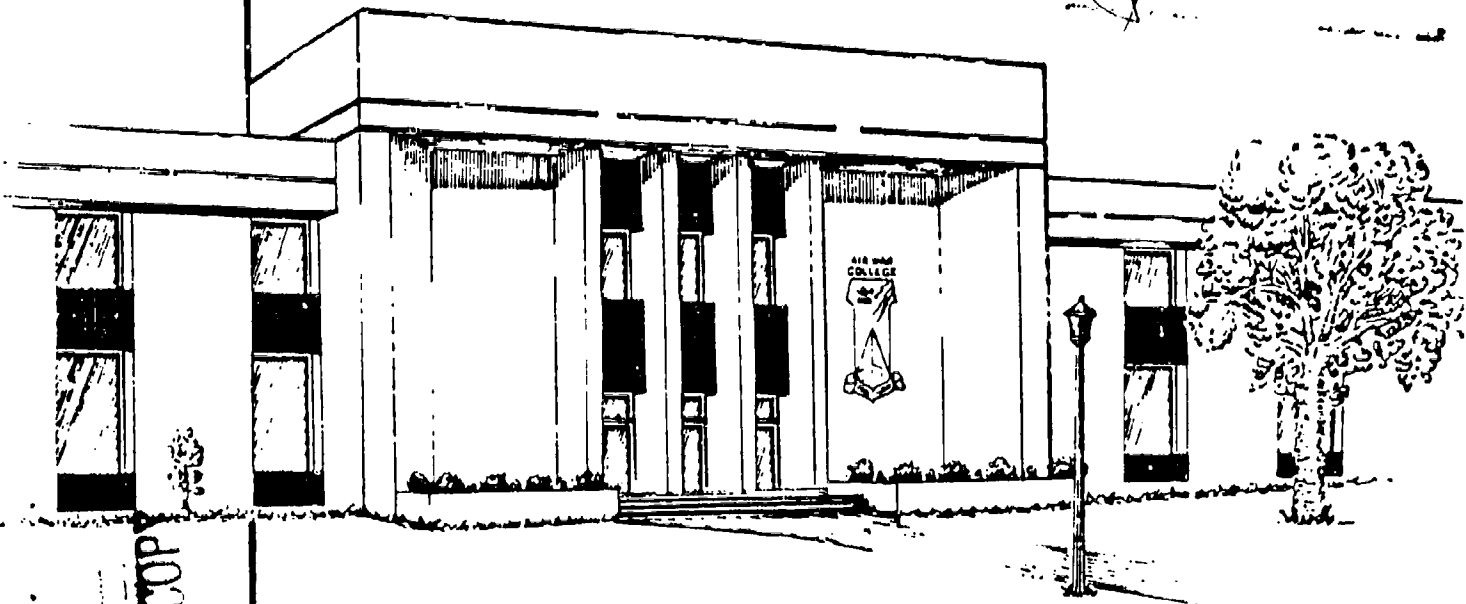
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WOMEN IN THE AIR FORCE: SHOULD THE NUMBERS CONTINUE TO INCREASE?

By LT COL JOSEPH J. TENCZA, JR.

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UNITED STATES AIR FORCE
MAXWELL AIR FORCE BASE, ALABAMA

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WOMEN IN THE AIR FORCE: SHOULD THE NUMBERS CONTINUE TO INCREASE?

by

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A RESEARCH REPORT SUBMITTED TO THE FACULTY
IN
FULFILLMENT OF THE RESEARCH
REQUIREMENT

Research Advisor: Lieutenant Colonel Karen S. Brantner

MAXWELL AIR FORCE BASE, ALABAMA

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AIR WAR COLLEGE RESEARCH REPORT ABSTRACT

TITLE: Women in the Military: Should the Numbers
Continue to Increase?

AUTHOR: Joseph J. Tencza, Jr., Lieutenant Colonel, USAF.

Over the past 15 years there has been a significant increase in the number of women in the Air Force. Between 1970 and the end of Fiscal Year 1985, the number of women increased by almost 400 percent. By 30 September 1985, there were more than 69,500 women in the Air Force who accounted for 11.6 percent of the active duty force. It is anticipated that more women will be needed in the future to sustain the All-Volunteer Force due to the shrinking pool of young men eligible for military service. Notwithstanding the potential shortfall of male volunteers, some individuals contend that a ceiling should be placed on the number of women in the Air Force. At the present time there are statutory and policy restrictions which limit the peacetime and wartime utilization of women. The purpose of this paper is to evaluate the relative merits of increasing the number of women in the Air Force. The paper concludes that a limit should be placed on the number of women who are allowed to enter the Air Force each year.

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BIOGRAPHICAL SKETCH

Lieutenant Colonel Joseph J. Tencza, Jr., has an extensive background in personnel management and has served in a wide variety of personnel assignments at base, major air command, and Air Staff levels. His assignments include Norton AFB, California; Tan Son Nhut AB, Vietnam; Headquarters, United States Air Forces in Europe, Wiesbaden and Ramstein ABs, Germany; Headquarters, USAF, Washington, DC; and Headquarters, Pacific Air Forces, Hickam AFB, Hawaii. Colonel Tencza is a 1986 graduate of the Air War College. He has also completed Squadron Officers School, Air Command and Staff College, Armed Forces Staff College, and the Industrial College of the Armed Forces.

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CHAPTER I

INTRODUCTION

Over the past 15 years there has been a significant increase in the number of women in the Air Force. During the early 1970s there was a gradual shift in the role and status of women. In 1972, the nation witnessed a high point in feminism when Congress passed the Equal Rights Amendment. At the same time, a national effort was being made to enhance employment opportunities for women in nontraditional career fields. In 1973, the All-Volunteer Force became a reality when President Nixon did not ask Congress to extend the statutory authority for conscription. Against a background of equal opportunity for women and a possible shortage of male volunteers, the Air Force placed increased emphasis on the utilization of women to meet manpower requirements.

Between 1970 and the end of Fiscal Year 1985, the number of women in the Air Force increased by almost 400 percent. Today, there are more than 69,500 women in the Air Force who account for 11.6 percent of the active duty force. It is anticipated that more women may be needed in the future to sustain the All-Volunteer Force because of the shrinking pool of young men eligible for military service. Census Bureau data indicates a significant decline in the traditional male enlistment pool (18 to 23 year old men) between 1984 and 1996.¹ The situation could be exacerbated

if there is a further decline in unemployment or an increase in civilian job opportunities.

Notwithstanding the potential shortfall of male volunteers, some individuals contend that a limit should be placed on the number of women in the Air Force since they cannot replace men in all situations. At the present time, there are statutory and policy restrictions which limit the peacetime and wartime utilization of women. There are also permanent change of station assignment restrictions that preclude the transfer of women to certain geographical locations during pregnancy. In addition, there are deployment, augmentation and manpower factors that should be considered before significantly increasing the number of women on active duty.

This paper concludes that a limit should be placed on the number of women who are allowed to enter the Air Force each year. The ceiling should remain in effect until the Air Force can fully evaluate the impact of an 18 percent female accession rate for Fiscal Year 1986. If an increase in the number of women on active duty does not jeopardize combat readiness or mission accomplishment, it may be possible to let female accessions "free-flow" for a period of time in order to determine the actual number of women who are willing to serve in the Air Force.

CHAPTER II

THE NUMBERS INCREASE

On 12 June 1948, President Truman signed the Women's Armed Services Integration Act, Public Law 625, which authorized women to serve in the Regular Air Force. Prior to enactment of the law, women (except nurses) could only serve in a Reserve status and could not remain on active duty for more than six months after the termination of any hostilities in which the United States was actively involved.¹ The primary purpose of the law was to provide a means for rapidly mobilizing women in the event of general war. Women had previously served in World War I and World War II as replacements for men, who were subsequently released from support jobs for combat duty.

The "Integration Act" placed a two percent ceiling on the number of women who could serve on active duty.² The ceiling was roughly equal to the same percentage of women who served on active duty during World War II. The law also authorized women to serve in the grades of second lieutenant through lieutenant colonel. However, there was a 10 percent limitation on the number of women who could serve in the permanent grade of lieutenant colonel.³ One temporary colonel position was also authorized, but was reserved for the individual serving as Director of Women in the Air Force.

At the time Public Law 625 was enacted, there were only 2,166 women (733 officers and 1,433 enlisted personnel) on active duty in the Air Force.⁴ Except for the Korean War period, the number of Air Force women on active duty remained fairly stable during the 1950s and 1960s. The 1970s ushered in a dramatic change.

On 8 November 1967, President Johnson signed Public Law 90-130 which removed the personnel strength and rank limitations on women in the military. In essence, the law eliminated the two percent cap on the number of women who could serve on active duty, removed the 10 percent ceiling on the number of officers who could serve as permanent lieutenant colonels, and authorized the promotion of women to all ranks--including colonel and flag officer grades.⁵ Public Law 90-130 was also the first major legislative change affecting the status of women in the military since passage of the "Integration Act" in 1948.

In 1972, the Air Force began a program to triple the number of women in the Air Force over a five-year period.⁶ The number of women was projected to increase from 16,491 (2.3 percent of the force) in 1972 to 48,000 (8.4 percent of the force) by the end of fiscal year 1978.⁷ The Air Force fell short of the goal by less than 1,300 women.

The number of women in the Air Force has continued to grow steadily since 1979. By the end of Fiscal Year 1985, there were 69,513 women in the Air Force (11,927 officers

and 57,586 enlisted personnel) who accounted for 11.6 percent of the active duty force.⁸ A current breakdown of Air Force personnel, by grade and sex, is at Appendix A. A summary of female active duty strength, by fiscal year, is at Appendix B.

Enlistment and Discharge Policy Changes

In the early 1970s, there were a number of legislative and policy changes that made it easier for women to enlist and remain in the Air Force. In 1972, Congress passed Public Law 93-290 which permitted women to enlist at the age of 18 without parental consent--the same age standard that applied to men.⁹ Prior to enactment of the law, parental consent was required for any woman under 21 years of age who desired to join the armed forces.

In 1974, separate enlistment standards for men and women were eliminated. Prior to 1974, women had to possess at least a high school diploma to enlist in the Air Force.¹⁰ No similar restriction applied to men. In addition to the standard enlistment requirements, women desiring to join the Air Force also had to submit a personal photograph, pass a special interview with a female recruiting squadron coordinator, and take the Women's Enlistment Screening Test.¹¹ These requirements were also deleted.

Prior to 1970, the Air Force had the authority to terminate the commission or enlistment of any woman who

became pregnant or a parent through marriage or adoption. In 1970, the Air Force modified the policy to allow women who acquired dependents through marriage or adoption to remain on active duty.¹² In 1971, the Air Force discharge policy was further revised to grant pregnant women the option to remain on active duty and allowed women discharged for pregnancy to apply for reinstatement to active duty within 12 months of discharge.¹³ Starting in 1975, pregnancy was no longer considered a basis for automatic discharge.¹⁴

Officer Commissioning Programs

During the 1950s and 1960s, the commissioning opportunities for women were limited due to policy restrictions. In essence, women could only obtain a commission by attending Officer Candidate School (OCS) or through a direct appointment. The OCS program was subsequently terminated and replaced by the Officer Training School (OTS).

In 1969, a significant change occurred when the Air Force Reserve Officer Training Corps (AFROTC) program was opened to women. No ceiling was placed on the number of women who could participate in AFROTC and no reduction was made in the number of female OTS graduates.¹⁵ It should be noted that AFROTC is the primary source of commissioned officers.¹⁶

On 7 October 1975, President Ford signed Public Law

94-106 which opened the Service Academies to women. As a result of the legislation, the Air Force made a concerted effort to recruit highly qualified women for the freshman class that entered the Air Force Academy in 1976. As a result of an aggressive recruiting effort, 10 percent of the new cadets were women. When the first coeducational class graduated in 1980, women had achieved a better completion rate than men.¹⁷

The inclusion of women in Air Force commissioning programs has contributed significantly to the achievement of officer procurement goals. The number of women officers on active duty has increased steadily since the late 1970s. As of 30 September 1985, there were 11,927 women officers in the Air Force who accounted for 11.0 percent of the active duty commissioned force.

CHAPTER III

FACTORS TO CONSIDER

It is anticipated that the number of women in the Air Force will increase significantly over the next several years. In a 29 April 1985 letter to the Chairman of the House Armed Services Committee, the Assistant Secretary of Defense for Manpower, Installations and Logistics estimated that women will account for approximately 18 percent of all Air Force accessions by the end of Fiscal Year 1986.¹ If the female accession rate continues to increase, it may be necessary to place a limit on the number of women in the Air Force due to several factors that could adversely affect combat readiness and mission accomplishment.

At the present time, there are both Congressional and Air Force restrictions that preclude the assignment of women to certain positions. Under the provisions of Title 10, United States Code, Section 8549, women may not be assigned to duty in aircraft engaged in combat missions. In keeping with the spirit and intent of the Congressional restriction, the Air Force has developed standards for the peacetime and wartime utilization of women in aircrew and nonaircrew assignments.

Aircrew - Under existing law (10 USC 8549) women are precluded from assignment to duty in aircraft engaged in combat missions. Therefore, women will not be assigned to aircraft that participate in the direct application of force against an enemy, aircraft assessed to have a

probable high risk of sustained direct exposure to the application of force by an enemy, or assigned to an aircraft, where there is a sustained high risk of capture.²

Nonaircrew - Women will not be trained for, or receive, assignments involving an extraordinarily high probability of risk of exposure to hostile fire or capture during the performance of their wartime mission.³

The utilization policies currently in effect preclude the assignment of women to approximately 18,000 officer and 8,400 enlisted positions throughout the Air Force.⁴ In addition, another 600 officer and 1,800 enlisted positions have been designated for men only in order to ensure an equitable overseas assignment rotation policy.⁵ Based on current strength figures, the restrictions account for approximately 17.4 percent of the officer and .21 percent of the enlisted positions, respectively.

There are various other factors that may also justify a limit on the number of women in the Air Force. Some of the key issues to consider are discussed in the following paragraphs.

Assignment Equity and Job Considerations

To ensure assignment equity, all individuals in the same career field should perform their fair share of overseas tours. However, because of assignment restrictions associated with pregnancy, some individuals will be selected for reassignment in lieu of pregnant members. At the present time, women who are pregnant are ineligible for reassignment

six weeks before and six weeks after delivery. In addition, pregnant women are deferred from short tour assignments for six months after delivery. Women identified as being pregnant while assigned to remote overseas locations are normally curtailed and reassigned to areas with adequate dependent support facilities.

There are also times when women are present for duty but cannot perform their primary job responsibilities because of pregnancy. The situation varies significantly based on individual physical problems and career field requirements. However, duty restrictions are not uncommon if a woman's job entails strenuous activity or exposure to radiation, toxic fumes, hazardous chemicals or smoke. In addition, Air Force policy requires pregnant aircrew members to be removed from flying duties to preclude potential problems for both the mother and the fetus.

As a result of pregnancy-related duty restrictions, commanders may lose highly qualified individuals for extended periods with no manpower replacements. Also, the granting of convalescent leave after delivery is standard practice.

Deployment Considerations

At the present time, the Air Force needs approximately 136,000 enlisted personnel who can be deployed quickly in order to meet mission requirements or emergency

situations. Since women have been placed on mobility status, pregnancy is a factor which limits the availability of some individuals for deployment. Upon confirmation of pregnancy, women are medically ineligible for worldwide duty since obstetric care is not available at all deployment locations. It should be noted that approximately four percent of the female enlisted force is pregnant at any time.

The total number of pregnant women temporarily withdrawn from mobility status is relatively small. However, the impact can be significant when entire units (minus pregnant women) are deployed. At the work center level, two pregnant women in a function consisting of ten individuals would constitute a 20 percent loss of available manpower.

Augmentation Requirements

Most individuals will perform the same specialty or duty in both peacetime and wartime. However, it may be necessary to use augmentees in some emergency situations to perform critical functions such as air base ground defense or rapid runway repair. Because of Congressional restrictions on the use of women in combat and the potential need for personnel who can perform heavy manual labor, it may be necessary to limit the number of women assigned to certain augmentation duties. The augmentation situation could be especially serious in overseas areas because of the response time needed to deploy additional personnel from the

United States. In addition, the use of local national citizens may not be a feasible alternative for security reasons.

A substantial increase in the number of women on active duty may cause additional augmentation problems. For example, it may be necessary to limit the number of women stationed overseas in combat support functions in order to increase the number of male personnel available for base defense or labor intensive duties. Since augmentation duties vary significantly by location and situation, it is difficult to determine the need for physical strength requirements. On the average, women are not as physically strong as their male counterparts.

Manpower Costs

A manpower availability study was conducted in 1982 to determine the average amount of time that men and women were absent from their primary jobs. The factors considered included leave, medical and dental appointments, illness and additional duties. The study concluded that women spend more time away from the job for medical reasons--confinement to quarters, inpatient care and pregnancy-related problems.⁶ Since women account for 11.4 percent of the enlisted force, 382 additional manpower authorizations are required to compensate for lost duty time.⁷ The following chart depicts the additional manpower needed to offset an increase in the

number of enlisted women on active duty. Female officers would probably display the same general trend.

<u>PERCENT OF ENLISTED WOMEN IN THE AIR FORCE</u>	<u>INCREASED MANPOWER REQUIREMENTS</u>
0	0
11.4	382
15.0	503
17.7	595
20.2	677
22.4	751

SOURCE: USAF Personnel Force Composition Study:
An analysis of the effects of varying male
and female force levels, March 1985.

Military Couples

The Air Force has endeavored to keep military couples assigned together to the maximum extent possible consistent with Air Force needs and assignment equity considerations. As the number of women in the Air Force increases, so will the number of military marriages. A substantial increase in the number of military couples will make it more difficult to obtain joint location assignments over an extended period of time. The assignment problem will also become more difficult as couples progress in rank since the number of senior officer and noncommissioned officer positions is limited at most locations. It should be noted that the majority of the female enlisted force has been in the Air Force less than ten years.

In Fiscal Year 1984, it was estimated that there were more than 20,500 military couples in the Air Force.⁸ If the Air Force is successful in achieving an 18 percent female accession rate, it is anticipated that the number of "military marriages" will increase to 31,000 couples.⁹ In the past, military women have been more likely to have a military spouse than military men.

A significant decrease in the number of joint location assignments could have a serious impact on retention if one partner in the marriage elects to separate from the Air Force rather than endure a period of family separation. It is anticipated that a large number of the individuals who will elect to separate will be highly qualified mid-level managers and technicians.

Single Member Parents

In many situations, the ability to deploy quickly depends upon the individual's marital status and dependent care responsibilities. In Fiscal Year 1984, there were nearly 7,400 single member parents (both men and women) in the Air Force. A recent Air Force study, based on self-reported data, indicates a significant difference in deployment availability for male and female single member parents. In essence, the study indicated that

male and female single member parents were 13 and 25 percentage points less likely to respond quickly for deployment than single men without children, and 9 and

21 percentage points less likely than single women without children. It was also found that dependent children reduced individual mobility more for women than men and that married women were less likely to deploy quickly than were married men, regardless of responsibility for dependent child care.¹⁰

Air Force Regulation 35-59, Dependent Care

Responsibilities, places special emphasis on single member parents. Notwithstanding the requirements outlined in the directive, there is growing concern that some single member parents will not be available for deployment in emergency or crisis situations. While disciplinary action would be appropriate in such cases, the individuals would still not be available to perform their military duties. A significant increase in the number of female single member parents would further exacerbate the problem.

CHAPTER IV

THE RECRUITING ENVIRONMENT

At the present time, the Air Force needs approximately 60,000 new accessions each year to sustain the enlisted force.¹ Air Force recruitments are based on the number of recruits needed to replace losses in approximately 300 different specialties.² The Air Force adheres to an equal opportunity philosophy for individuals who are interested and qualified for positions that are open to both men and women. However, a complex formula is used to determine an optimum male/female mix for each career field. The formula used includes factors such as the propensity of women to enter the specialty, the strength and aptitude required to do the job, and combat-related restrictions. In essence, individuals desiring to enter the Air Force must:

- meet entrance standards and
- be interested in the particular specialty in which a vacancy occurs and
- have the aptitude needed for the specialty and
- the physical capacity to do the job.

One of the major arguments for increasing the number of women in the Air Force is based on the premise that a sufficient number of young men will not be available for military service. Information provided by the Census Bureau indicates a 22 percent decline in the traditional male

enlistment pool (18 to 23 year old men) through 1996.³ However, there are several factors which may negate the decline in the male youth population. For example, more women are entering the civilian labor market which could significantly reduce job opportunities for young men. This is especially true if there is a continued migration of women into nontraditional career fields. In addition, there has also been a decrease in the number of young men entering college and a reduction in federal job training programs.⁴ These factors may make military service a tempting alternative to an undesirable job or unemployment.

Men and women have traditionally displayed different levels of interest in military service. In a March 1985 report to Congress, the Department of Defense indicated that men are two and one-half times more likely to join the armed forces than women.⁵ The interest level for men and women, or propensity to enlist, has remained fairly stable from year to year. Even if the interest levels were the same for both men and women, it has been estimated that the number of female accessions would not double. In a recent estimate using Fiscal Year 1985 data, a 250 percent increase in female propensity would only raise the female accession rate from 15.2 percent to approximately 19 percent.⁶ The estimate assumes that male interest levels would remain constant during the same period.

Even with a "free-flowing" accession policy that

would permit women to enlist in any specialty without regard to the optimum male/female mix, a concerted recruiting effort would be required to substantially increase the number of women in the Air Force. However,

to deviate from the expected gender mix for any job is to discount the characteristics of youth. A forced deviation risks additional costs. It would require deeper penetration into one market at the expense of the other resulting in a decrease in quality. Further, such a forced deviation from the expected gender mix implies differential treatment of men and women.

The larger increases in the number of women in the Air Force that occurred over the past 15 years can be attributed to three major factors--a gradual shift in the role and status of women in society, establishment of an All-Volunteer Force, and the removal of artificial barriers and constraints that made it difficult for women to enter and remain in the Air Force. However, the momentum for additional increases may be stalled to some degree since it does not appear that Congress will remove the statutory restrictions on women serving in combat. In 1980, Congress specifically excluded women from the requirement to register for the draft.

It may also be difficult for the Air Force to achieve higher female accession goals unless there is a dramatic change in the propensity of women to enlist. The first real test will end in the near future as the Air Force endeavors to obtain an 18 percent female accession goal by

the end of Fiscal Year 1986. The 18 percent goal is a 2.8 percent increase over Fiscal Year 1985.

CHAPTER V

THE PROSPECTS FOR CHANGE

The number of women in the Air Force has been an on-going issue since passage of the "Integration Act" in 1948. At the present time, the only significant constraint stems from the Congressional prohibition on women serving in combat. Over the past ten years, the Air Force has endeavored to redefine "combat" in order to obtain greater assignment and utilization flexibility while expanding the number of job specialties open to women. As a result of policy refinements, women now serve as pilots, navigators, missile launch crew members and security police specialists.

The number of job specialties previously closed to women has been reduced to a point where it may not be possible to make further improvements without Congressional action to modify or delete the combat restrictions in existing law. At the present time, there are only five basic specialties closed to enlisted women. During the draft registration hearings in 1980, the issue of women in combat was extensively debated by both houses of Congress. However, there was no action taken to remove the combat restrictions for women and Congress only provided sufficient funds to reinstate draft registration for men. The constitutionality of excluding women from draft registration was reviewed by the Supreme Court in 1981 (*Rostker vs Goldberg*) and upheld.

Without an immediate threat to national security, it is doubtful that the Reagan administration or Congress will initiate any action to permit women to serve in combat. The Justice Department, which has reviewed all statutes with sexually discriminatory language, has recommended that no changes be made in those laws that prohibit women from being drafted and from serving in combat.¹ In addition, White House spokesmen have indicated that President Reagan feels strongly that women should not serve in combat.²

From a Congressional standpoint, the "combat issue" has a high potential for voter backlash.

Those who emphasize equal rights and responsibilities say women in the armed forces cannot advance to the top without experience in combat units. Some go even further and say that women cannot be equal in society as long as they are barred from full participation in all levels of the national security system. In their view, modern weapons have equalized the potentiality for women in combat since wars are less likely to be fought on a hand-to-hand basis, and have made it impossible to protect women from the destructiveness of combat. In any event, they claim that properly trained women would be able to fight successfully and exempting them from combat is not fair to men.³

Those opposed to women in combat contend that the protection of women is a mark of civilization and a method of safeguarding the human race. They point out that countries such as Israel and the Soviet Union, in which women have fought in emergencies, do not currently place women in combat positions. This view holds that the national security would be jeopardized because women are not as strong or aggressive as men and their presence would impair the individual and group effectiveness of men. They disagree with the assumption that modern technology has significantly reduced the direct physical nature of combat, especially ground combat. They see permitting women in combat as an extreme deviation from tradition which would detract from the dignity and femininity of women and disturb family cohesion to such an extent that it would make society fall apart.⁴

At the present time, there is no strong public pressure or compelling reason to repeal the combat exclusion policy for women. The issue may have also lost Congressional significance since three-fourths of the states failed to ratify the Equal Rights Amendment by the 30 June 1982 deadline. The draft registration issue has also been settled.

CHAPTER VI

CONCLUSION

The future role of women in the Air Force will continue to be an emotional and controversial subject. It is doubtful that anyone really knows the right answer with respect to the number of women who should serve on active duty. However, it would appear prudent for the Air Force to adopt a "go slow" approach until the impact of an 18 percent female accession rate can be fully evaluated.

At the present time, there are several factors that would tend to justify a ceiling on the number of women in the Air Force. For example, women cannot replace men on a one-for-one basis because of the combat restrictions established in public law. In addition, it does not appear that there will be any shortage of male volunteers since several mitigating factors will substantially offset the effects of the declining youth population. From a force management standpoint, a significant increase in the number of women on active duty will further compound assignment equity and deployment availability problems. The problems will be exacerbated because of an increase in the number of pregnancies, single member parents, and military couples.

In view of the potential problems associated with an unrestricted flow of female accessions, a ceiling should be placed on the number of women who are allowed to enter the

Air Force each year. Since the Air Force has established an 18 percent female accession goal for Fiscal Year 1986, the limitation or restriction should be set at that level. If an 18 percent accession goal does not jeopardize combat readiness or mission accomplishment, incremental upward adjustments may be possible. However, it will probably take several years to make a final decision since each Air Force specialty must be closely monitored to determine any possible adverse trends.

APPENDIX A
USAF PERSONNEL BY GRADE AND SEX

OFFICERS

<u>Grade</u>	<u>Active Duty</u>	<u>Women</u>
General	342	3
Colonel	5,592	86
Lieutenant Colonel	12,736	357
Major	19,671	1,066
Captain	40,293	5,486
First Lieutenant	13,596	1,952
Second Lieutenant	14,403	2,324
TOTALS	106,633	11,274

AIRMEN

<u>Grade</u>	<u>Active Duty</u>	<u>Women</u>
Chief Master Sergeant	4,847	15
Senior Master Sergeant	9,872	45
Master Sergeant	37,793	481
Technical Sergeant	57,612	2,905
Staff Sergeant	110,969	14,303
Sergeant	58,760	10,353
Senior Airman	50,608	6,346
Airman First Class	111,050	14,941
Airman	25,261	3,365
Airman Basic	21,579	3,006
TOTALS	488,351	55,760

TOTALS, INCLUDING OFFICERS	594,984	67,034
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Source: Air Force Almanac 1985, Air Force Magazine Volume 68,
Number 5, May 1985.

APPENDIX B
ACTIVE DUTY STRENGTH BY FISCAL YEAR
(TOTAL AND WOMEN)

<u>End of Fiscal Yr.</u>	<u>Female Officers</u>	<u>Enlisted Women</u>	<u>Total Women</u>	<u>Total Strength</u>
1948	773	1,433	2,166	386,392
1949	973	2,347	3,320	417,487
1950	1,532	3,782	5,314	409,091
1951	2,735	7,514	10,249	785,905
1952	3,827	10,943	14,770	976,479
1953	4,139	11,779	15,918	968,436
1954	3,558	9,728	13,286	938,846
1955	3,080	8,282	11,362	955,627
1956	3,334	7,853	11,187	906,634
1957	3,700	7,458	11,158	917,070
1958	3,608	7,212	10,820	868,677
1959	3,630	6,371	10,001	836,145
1960	3,675	5,651	9,326	810,328
1961	3,680	5,296	8,976	818,349
1962	3,954	4,822	8,776	881,091
1963	3,909	4,804	8,713	866,389
1964	4,031	4,845	8,876	853,761
1965	4,100	4,741	8,841	821,755
1966	4,189	5,050	9,239	884,201
1967	4,670	5,188	9,858	894,133
1968	4,991	6,123	11,114	901,198
1969	4,858	7,407	12,265	858,412
1970	4,667	8,987	13,654	787,205
1971	4,718	10,132	14,850	750,899
1972	4,766	11,725	16,491	721,448
1973	4,727	15,023	19,750	686,826
1974	4,767	19,465	24,232	639,558
1975	4,981	25,232	30,213	608,337
1976	4,965	29,235	34,200	585,207
1977	5,381	34,610	39,991	570,479
1978	6,008	40,711	46,719	569,491
1979	7,272	45,954	53,226	559,220
1980	8,508	51,397	59,905	557,969
1981	9,106	53,838	62,944	570,302
1982	9,942	53,985	63,927	582,845
1983	10,560	54,777	65,337	592,044
1984	11,234	55,335	66,569	597,125
*1985	11,927	57,586	69,513	597,003

Source: FY 1948-1975: Department of Defense, Selected Manpower Statistics, Directorate of Information, Operations and Reports FY 1983. USAF Academy Cadets not included.

FY 1976-1984: USAF Audited Budget, Total Strength Column includes USAF Academy Cadets.

*1 January to 30 September 1985

NOTES

CHAPTER I (Pages 1-2)

1. "United States Air Force Personnel Force Composition Study: An Analysis of the Effects of Varying Male and Female Force Levels." Annex Two--A Dynamic Model to Estimate Availability for Military Service of American Youth, Age 18 to 23, Through the Year 2000. (Washington, D.C.: Prepared for the USAF Special Study Team, Headquarters, USAF), p. i.

CHAPTER II (Pages 3-7)

1. Major General Jeanne Holm, USAF (Retired), Women in the Military: An Unfinished Revolution (Novato, California: Presidio Press, 1982), p. 119-121.

2. Ibid., p. 120.

3. Ibid.

4. See Appendix B.

5. "United States Air Force Personnel Force Comparative Study: An Analysis of the Effects of Varying Male and Female Force Levels." Appendix One--Historical Development of USAF Policy on the Utilization of Women (Washington, D.C.: USAF Special Study Team, Headquarters, USAF), pp. 1-4.

6. Holm, p. 250.

7. "Background Paper on the Air Force Methodology for Women Accessions." Prepared by the Analysis Division, Directorate of Personnel Plans, Deputy Chief of Staff for Personnel, Headquarters, USAF, Washington, D.C., 2 August 1978, p. 1.

8. "Air Force Almanac 1985." Air Force Magazine, 68:5, May 1985 (Arlington, Virginia: Air Force Association), p. 192.

9. "United States Air Force Personnel Force Comparative Study," pp. 1-4.

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11. Ibid.

12. Ibid., p. 1-3.
13. Ibid.
14. Ibid.
15. Holm, p. 267.
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(Arlington, Virginia: Armed Forces Information Service), pp. 28, 39.
17. Major General Jeanne Holm, USAF (Retired),
Women in the Military: An Unfinished Revolution (Novato,
California: Presido Press, 1982, pp. 119-121.

CHAPTER III (Pages 8-15)

1. Letter, Assistant Secretary of Defense
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1985.
2. "United States Air Force Personnel Force
Composition Study: An Analysis of the Effects of Varying Male
and Female Force Levels." Appendix One--Historical
Development of USAF Policy of the Utilization of Women.
(Washington, D.C.: USAF Special Study Team, Headquarters,
USAF), p. 1-10.
3. Ibid.
4. "United States Air Force Personnel Force
Composition Study: An Analysis of the Effects of Varying Male
and Female Force Levels." (Washington, D.C.: USAF Special
Study Team, Headquarters, USAF), p. 3-12.
5. Ibid.
6. Ibid., p. 6-2.
7. Ibid., p. 6-3.
8. Ibid., p. 6-9.
9. Ibid.
10. Ibid., p. 6-5.

CHAPTER IV (Pages 16-19)

1. "United States Air Force Personnel Force Composition Study: An Analysis of the Effects of Varying Male and Female Force Levels." Appendix Two--The USAF Recruiting and Training Process. (Washington, D.C.: USAF Special Study Team, Headquarters, USAF), p. 2-2.

2. Ibid., p. 2-1.

3. "United States Air Force Personnel Force Composition Study: An Analysis of the Effects of Varying Male and Female Force Levels." Annex Two--A Dynamic Model to Estimate Availability for Military Service of American Youth, Age 18 to 23, Through the Year 2000." (Washington, D.C.: USAF Special Study Team, Headquarters, USAF), p. i.

4. "United States Air Force Personnel Force Composition Study: An Analysis of the Effects of Varying Male and Female Force Levels." Annex Three--The Prospects for Military Enlistments. (Washington, D.C.: USAF Special Study Team, Headquarters, USAF), p. iv.

5. "The Propensity of Young Women to Enlist in the Military." Report to Congress, Office of the Assistant Secretary of Defense (Manpower, Installations and Logistics), March 1985.

6. "United States Air Force Personnel Force Composition Study: An Analysis of the Effects of Varying Male and Female Force Levels." (Washington, D.C.: A Report Prepared for the House Committee on Armed Services. USAF Special Study Team, Headquarters, USAF), pp. 4-7, 4-8.

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GLOSSARY

AFROTC	Air Force Reserve Training Corps
OCS	Officer Candidate School
OTS	Officer Training School